



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, DIVISION SUPPORT COMMAND
4TH INFANTRY DIVISION (MECHANIZED)
FORT HOOD, TEXAS 76544-5000

AFYB-SC-CDR

10 DEC 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #2 – Statement of Equal Opportunity (EO) and Prevention of Sexual Harassment (POSH)

1. References:

- a. AR 600-20, Chapter 7, Army Command Policy, 15 Jul 99
- b. Fort Hood Regulation 350-1
- c. III Corps Command Policy EO-01-01, 20 November 2001
- d. 4ID Command Policy EO-00-01

2. The intent of this policy is to provide equal opportunity for all soldiers and their families without regard to race, sex, religion, or ethnicity. Fair and consistent treatment will be provided to all soldiers based solely on merit, fitness, and capability. Equal opportunity must be an attitude in the DISCOM, not just a requirement.

3. As the DISCOM Commander, I am your Equal Opportunity Officer. All commanders within the DISCOM are appointed as Equal Opportunity Officers for the units they command. Each battalion and company commander will:

- a). Develop and implement EO programs for their unit.
- b). Appoint an EO Representative/w alternate in writing, and ensure he/she is trained in accordance with III Corps policies.
- c). Develop and sustain a healthy EO climate.
- d). Publish and post written command policy statements on equal opportunity, the prevention of sexual harassment, and equal opportunity complaint procedures. These policies will be prominently displayed to ensure that each soldier is aware of procedures for redress, to include those against the chain of command. These policies will be discussed with every new soldier during in-processing.

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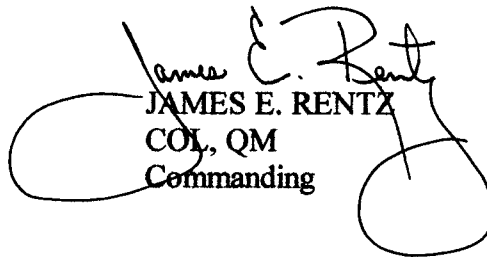
- e). Conduct EO/Consideration of Others training on a recurring basis (at least two hours per quarter) for the unit.
 - f). Identify discriminatory practices affecting soldiers and their families, initiate corrective actions, and provide follow-up and feedback throughout resolution of the problem.
4. Equal Opportunity complaints and their resolution remain the responsibility of the Chain of command. Commanders and staff will aggressively pursue the resolutions of all perceived injustices using the company and battalion EO representatives and the DISCOM EO Office when deemed appropriate. The DISCOM EO advisor, a full-time EO NCO attached from III Corps, will process complaints of sexual harassment and discrimination based on race, sex, religion, or ethnicity. The DISCOM EO office will be informed of all formal EO complaints.
5. Sexual Harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, verbal comments, gestures, or physical contact of a sexual nature. Any person who directly or indirectly uses a supervisory or command position to influence or affect a soldier or his/her career with rewards or adversity is also engaging in sexual harassment if those actions are a result of submission to, or rejection of sexual advances or sexually oriented behavior. Sexually oriented behavior may come in many forms, from unnecessarily long stares, catcalls and dirty jokes, to extreme flirtation and dating or developing an unprofessional relationship with a soldier under one's command or supervision.
6. Sexual Harassment will not be tolerated in the DISCOM.
7. Such conduct interferes with individual and unit performance and results in an intimidating, hostile, and offensive environment. Sexual harassment becomes possible when sexually oriented behavior is allowed to exist in a professional environment by the chain of command. Commanders and supervisors must ensure that their subordinates maintain their professionalism at all times.
8. Commanders will ensure that every soldier understands the definition of Sexual Harassment and Sexually Oriented Behavior. Company Commanders will periodically (at least every six months) hold sensing sessions with their soldiers to both: emphasize the seriousness of this topic and; to gain feedback from soldiers to determine if a sexual harassment problem exists within their unit. Each commander will publish and post a written command policy letter on the prevention of sexual harassment.
9. For reporting procedures, Sexual Harassment falls under the Equal Opportunity complaint Procedures. These procedures are covered in the DISCOM Command Policy Memorandum #3 – Equal Opportunity Complaint Procedures and in AR 600-20, Interim Change No. 104.

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10. Sexual Harassment complaints and their resolution remain the responsibility of the chain of command. Commanders and staff will aggressively pursue resolution of all perceived injustices using company and battalion Equal Opportunity representatives and the DISCOM Equal Opportunity Office, as deemed appropriate.

11. Proponent agency this policy is the DISCOM S-1 and the DISCOM Equal Opportunity Advisor.

12. WRANGLERS!!!


JAMES E. RENTZ
COL, QM
Commanding

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